

EXHIBIT H

To, the Honorable Board of Prison Commissioners,

I am here to speak about various issues at this Board, the First being 12 hour shifts. The Simple Fact is this, The Overwhelming majority of Officers, and free staff wants Alternative shifts. Well over 80% of the Officers and almost 90% of the free Staff want the alternative shifts. The only Persons opposed to this are the Director, Howard Skolnick, and some but not all of his Wardens.

The Staff have repeatedly asked for 12 hours shifts for the officers, and 10 hour shift for all other Staff. The Director knows this, and needs to sit with the employee's union AFSCME Local 4041, and even discuss ways that it could be implemented, or considered.

I would like to now address the various ARs that he has listed for your consideration for approval.

AR 346 Nepotism

Under this AR, there is no Definition of Nepotism. Under the Definitions in various Dictionaries, it says: Favoritism shown or patronage granted by persons in high office to relatives, close friends, or those of undo familiarism. While the AR Addresses the portion in relation to relatives, and those in relationships, it never addresses close friends or friendships, or Cronyism, which is rampant in the department of corrections. This is a part of nepotism as defined in Webster's and elsewhere, and needs to be also implemented in this AR.

ARs 339, 340, 341

Code of Ethics, Conduct prohibitions, and penalties

Employee complaint reporting and investigation

Employee misconduct and Performance adjudication

The Director continuously brings these ARs to the Board of Prison commission for approval, and then withdraws them "until he can meet with the Associations and get their approval". However, he does not meet with the Union, AFSCME 4041. The Director is playing a game here with the Board of prison commissioners.

As these are only temporary, he continually changes these ARs to what he wants, and Staff are being investigated, Punished, and terminated under these ARs, which have never been approved by the board. I believe the Director has no intentions of ever having these ARs approved by the board.

This is a classic case of the director circumventing the board, as these ARs remain in effect, unapproved by the board, as temporary ARs, written as the director sees fit, until such time as he finally submits them for actual approval. They have been temporary ARs since the director took office, and have never been approved. Yet the staff is required to follow whatever is in them regardless of whether the board of Prison commission disagrees with them, as they are never submitted for approval.

I ask that these 3 ARs be permanently removed, not suspended, or withdrawn, but Removed completely, until such time as the director sits with AFSME 4041 employee's union, and come to some agreement with the employees, and then have it submitted in

writing by the director, and the union along with any disagreements they have to the board.

Last note, there is little or no progressive discipline as recommended by the AR, it is almost completely done at the most severe level of disciplinary. In Addition, favoritism (cronyism/nepotism at work) is rampant in the disciplinary process. Individuals with Class 5 (Termination only) offenses instead had given minor suspension in lieu of required action, while most staff are given the Maximum, not minimum regardless of circumstance. In addition, they try to make everything a "breach of security" which is much more severe then the actual offense.

AR 331 Employee Liabilities

While in general I agree with this AR, I've also experienced its abuse. Its all too easy to declare almost every incident as negligent and thus making the employee responsible for all financial costs. There needs to be some sort of independent review for any fiscal responsibility.

AR 325 Security Staffing (Rescinded)

~~Why is he removing this AR? Does the Director desire to avoid the minimum staffing required, thus placing the Public, not to mention the staff and inmates at risk? The director wishes to close NSP, yet the problem he cites for closing it, are much worse at the other institutions. He had no problem closing SNCC six months after it had been renovated and re-opened, and yet he kept NSP open at that time.~~

~~Simply put, the department can't meet its budgeted staffing levels in the south, regardless of what the director says, as we are always short staffed.~~

AR 324 Employee Management Relations (Rescinded)

~~Again, why is the director removing a means of communication, and alternative to grievances/lawsuits between management and the employees? I think you would more means of communications, as this encourages an open and honest dialogue. Almost every AR I've discussed could be easily handled IF the Director would open up communications, not stifle them.~~

AR 328 Uniform allowance (Rescinded)

~~If this is being rescinded because of the legislative changes, why not just change it to read Effective for employees hired prior to March 1st, 2010 only?~~

Sick Leave, and the director's Claim of abuse.

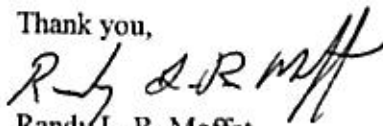
The director tried to provide a very Compelling show of sick leave abuse to the board of Prison commissioners, and to the news media. However, the director was very selective in his Facts, and obviously chose not to include several other facts in his presentation.

1. He did not include the other 331 Days of the year in his "Facts". Perhaps this is because they are close to the number of hours used as he presented them? Thus making this normal instead of excessive if it is within perhaps 20% of his hours.

2. He did not bother to mention that when a staff calls in sick on a holiday, it usually isn't recorded as sick; it is usually recorded as just having a day off. Thus it is not included in the totals.
3. The director also did not mention that between 60-70% of all staff have the holiday off, thus ensuring that those who do use sick leave on a holiday are much lower than normal usage.
4. Due to the holiday pay bonus, Staff makes every attempt to come in, even when sick or injured to get this bonus, though they probably should be home "Sick" I myself have done this, just to get that extra pay.
5. Retiring officers are left with no alternative then to "Use" or "Lose" their sick leave, as there are no incentives.
6. Staff needs an incentive to save and retain their sick leave. Nevada needs to get into the 21st century when it comes to sick leave usage. Give them incentives, not punitive measures which never work.

In closing, I'd like to repeat what another person stated. What good does it do the public and State employees to speak when you have already voted and decided on the ARs and issues they wish to speak about. Please give us a voice prior to the voting.

Thank you,



Randy L. R. Moffat
Corrections Officer, SDCC
Nevada Department of Corrections